

**Minutes of the Extraordinary Human Resources Committee Meeting of the
Town Council on Wednesday 19th January 2026 at 6.00pm**

Present

St Michael's Ward

Cllr Fowles
Cllr Wakefield
Cllr R Sexton

St Paul's Ward

Cllr S Sexton
Cllr Pearsall

In attendance

Town Clerk

- 25/45/HR Apologies for absence**
There were no apologies.
- 25/46/HR Declarations of Interests**
There were no declarations of interest.
- 25/47/HR Dispensations**
There were no dispensations.
- 25/48/HR Public Question Time for items on the agenda**
There were no public questions.
- 25/49/HR Minutes of the HR Committee meeting held on 19 November 2025**
Members RESOLVED to approve for accuracy the minutes of the HR Committee meeting held on 19 November 2025 as published and circulated with the agenda.
Proposed by Cllr Pearsall and seconded by Cllr R Sexton
For 3, Against 0, Abstentions 2.
- 25/50/HR Dignity at Work Policy**
Committee RESOLVED to approve the Dignity at Work Policy as amended.
[Rev 3 Dignity-at-Work-Policy.pdf](#)
Proposed by Cllr S Sexton and seconded by Cllr Fowles
For 5, Against 0, Abstentions 0.
- 25/51/HR Exempt Business**
Members RESOLVED to take the following items into exempt business.
Proposed by Cllr Pearsall and seconded by Cllr S Sexton
For 6; Against 0; Abstentions 0

- 25/52/HR Job Evaluation**
Committee received a summary on South West Councils Pay and Grading (Job Evaluation, JE) report.
Committee RESOLVED to approve pay structure preferred option 2.
Proposed by Cllr Fowles and seconded by Cllr R Sexton
For 5, Against 0, Abstentions 0.
Committee RESOLVED to commence 4 weeks consultation with staff.
Proposed by Cllr Pearsall and seconded by Cllr S Sexton
For 5, Against 0, Abstentions 0.
- 25/44/HR To close the meeting**
The meeting was closed at 19:15pm.